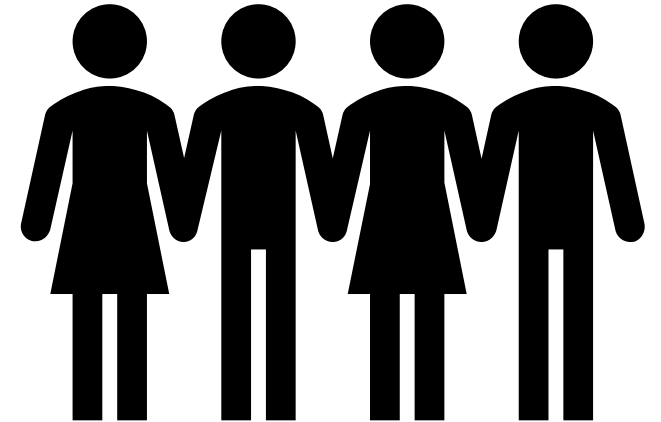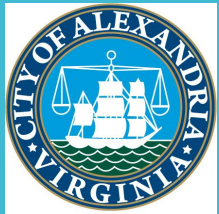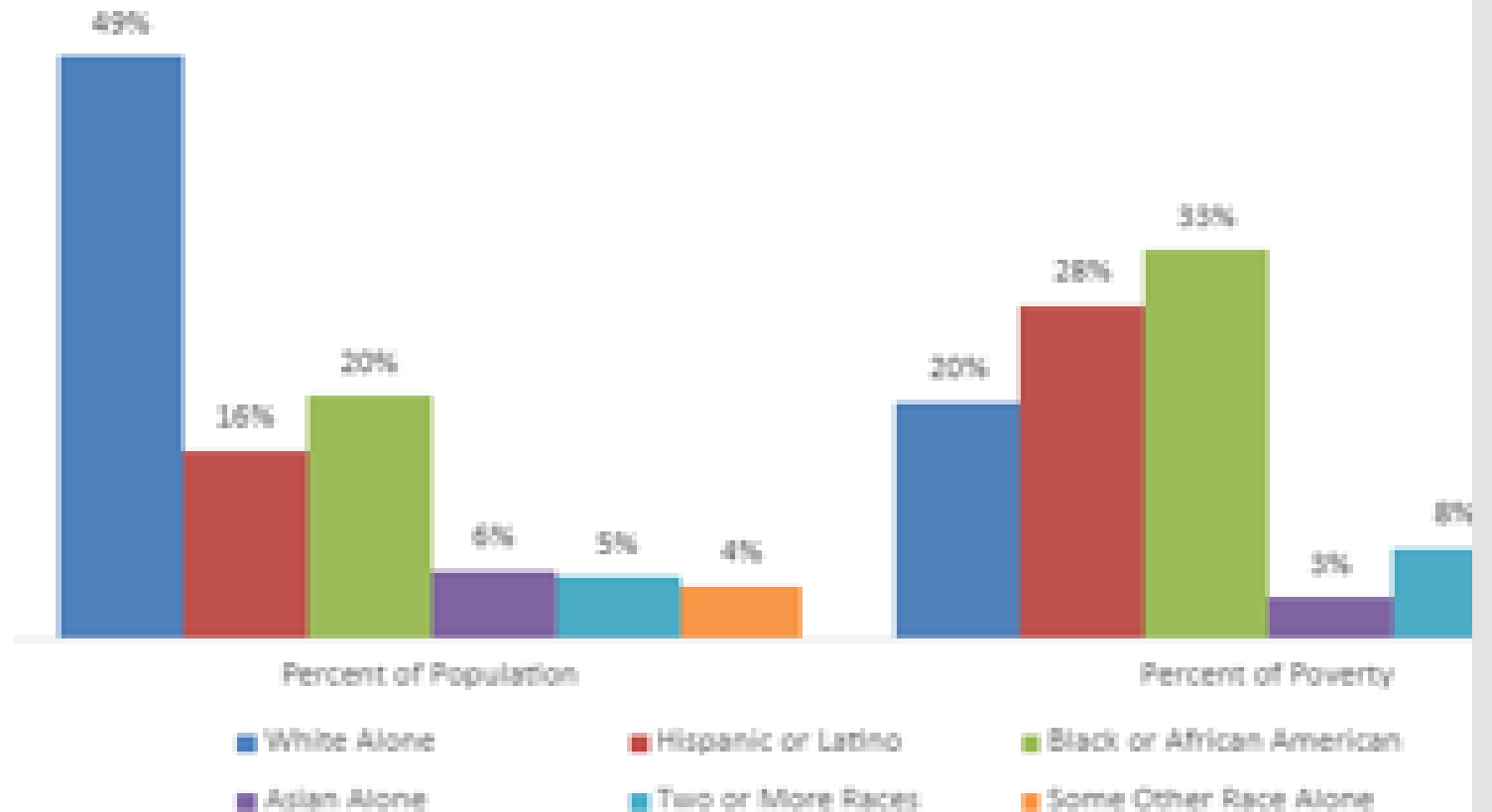# All Alexandria Committing to Race and Social Equity

Alexandria Equity Vision

In 2022, Alexandria is a caring, kind, compassionate, fair, just, and equitable City that supports affordable, livable, *community for all*.

Poverty

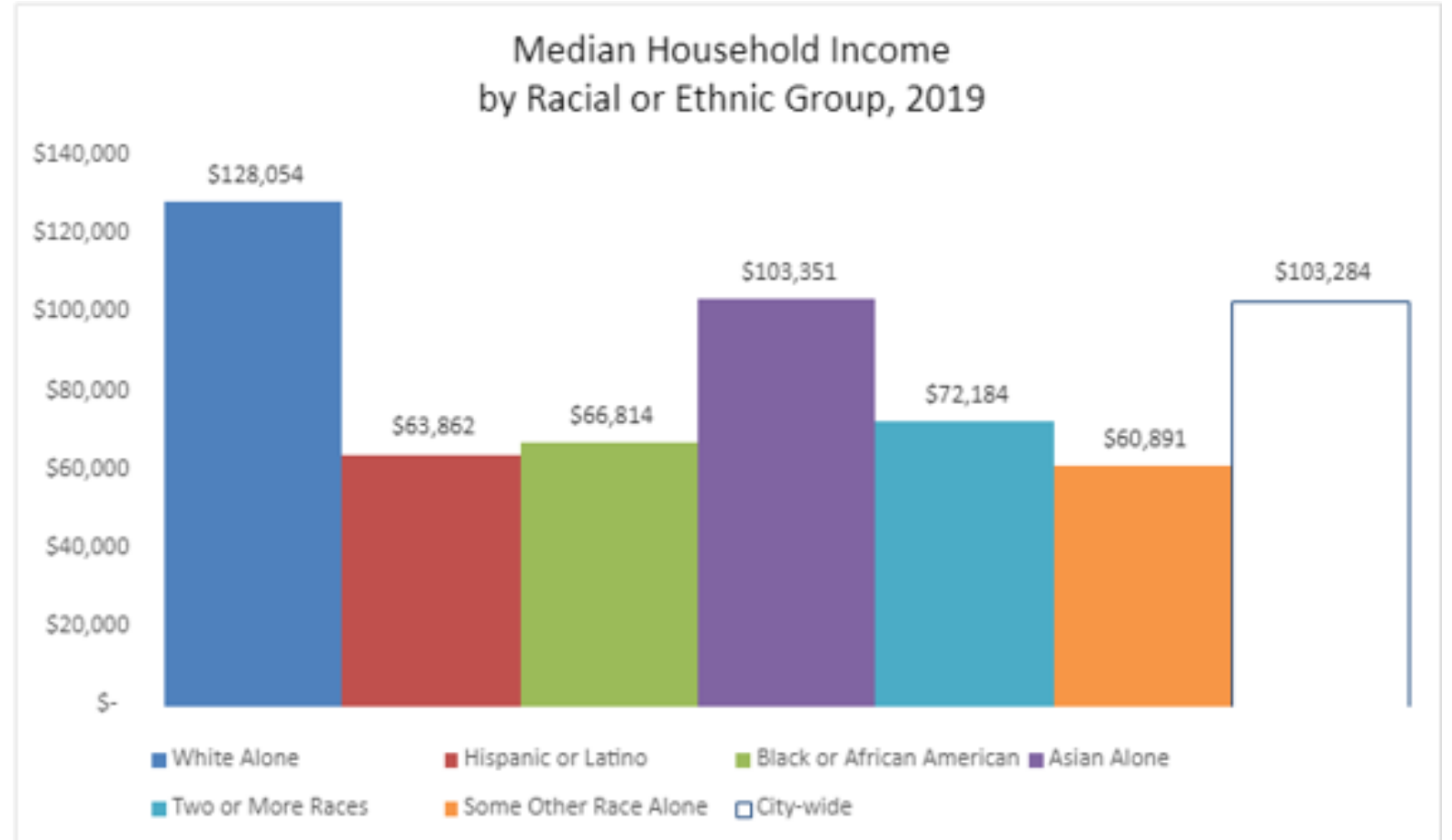

Proportion of Population and Poverty
by Race and Ethnic Group, 2019

Median Household Income

Median Household Income by Racial or Ethnic Group, 2019

- White Alone: $128,054
- Hispanic or Latino: $63,862
- Black or African American: $66,814
- Asian Alone: $103,351
- Two or More Races: $72,184
- Some Other Race Alone: $60,891
- City-wide: $103,284
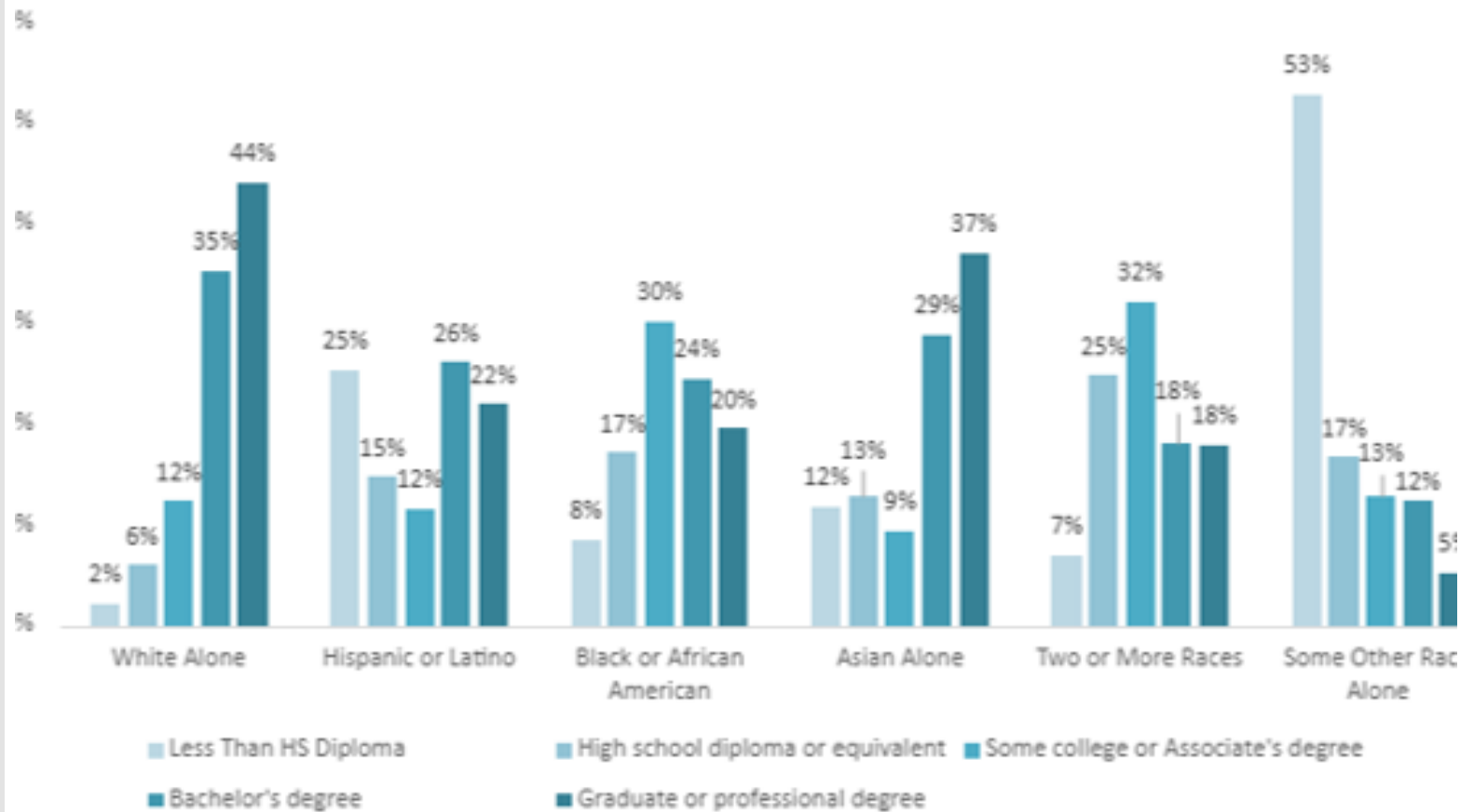
Educational Attainment
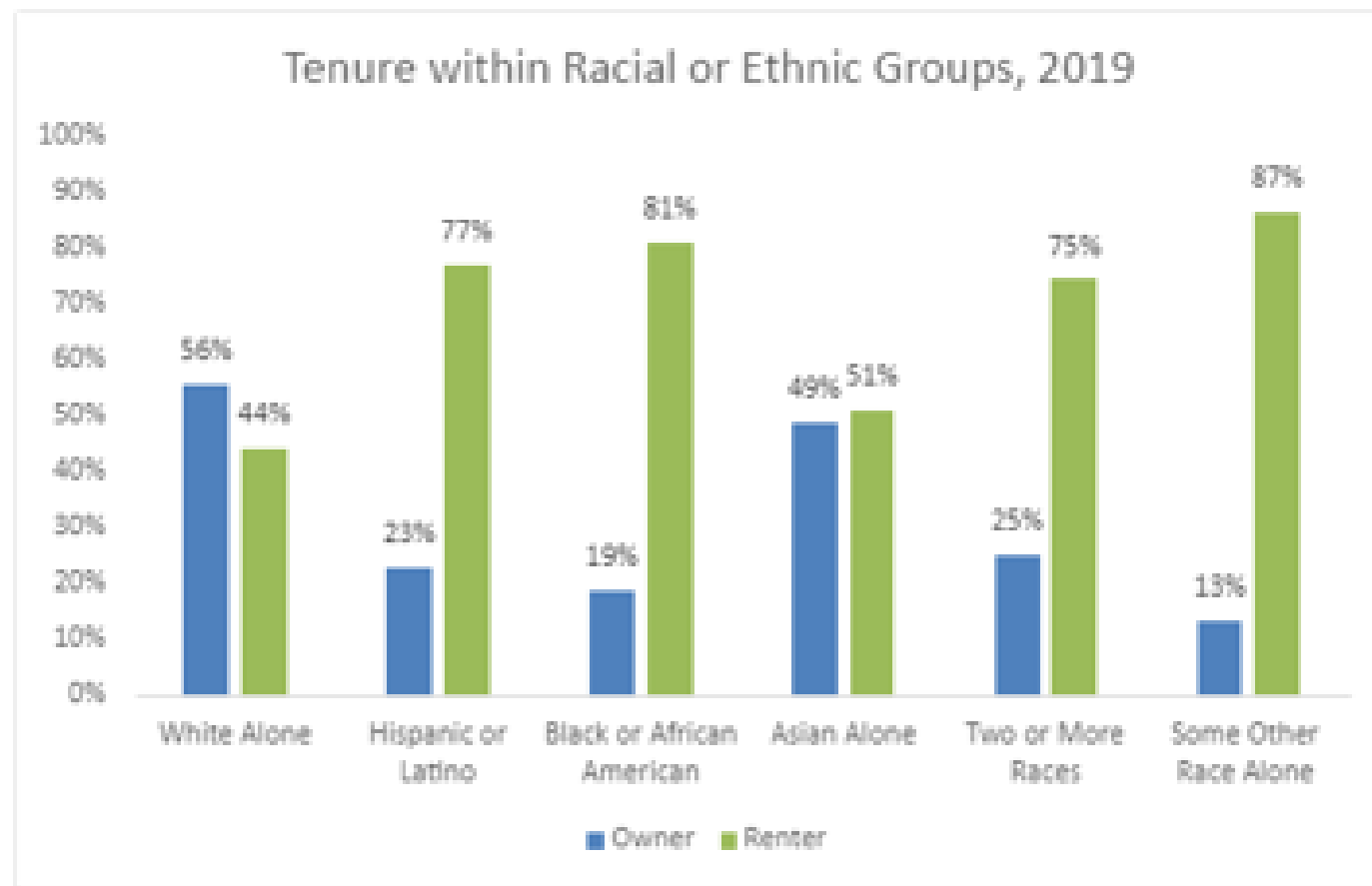
Housing Tenure

Equality

Equity

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Pillars of Race and Social Equity

- Shared Humanity
- Center race in intersectional approach
- Anti-racist

- *Multi-racial, anti-racist, intersectional community*

Our commitments are…

Center	Center race and how it intersects with other areas of historic-social marginalization (gender, class, sex, gender-identity, sexual orientation, ability, immigration status, religious affiliation, and age);
Understand and embrace	Understand and embrace the truth of our history and how that influences current circumstances and inequities; and
Build	Build shared leadership and responsibility so that race and social equity is everyone's role.

- The goal of our work is to reduce and eliminate disparities and inequities experienced by **all residents**, especially those in communities of color and other groups who have been historically and systemically marginalized.

Goal of Race and Social Equity

- A world (Alexandria) where we are all embraced for who we are and are able to thrive to reach our highest potential. Removing barriers to full participation and belonging in life and culture.

- **All Alexandria**
  - All Races
  - All Abilities
  - All Ages
  - All Countries of origin
  - All Immigration statuses
  - All Ethnicities
  - All Genders
  - All Sexual orientations
  - All Religious affiliations
  - All Residents

Vision for Race and Social Equity

Theory of Change and Actions

Normalize
- Building capacity and knowledge of systemic racism and historically marginalized populations among all City employees;
- Developing shared understanding of key terminology and definitions related to race and social equity;

Operationalize
- Understanding and developing skill in using racial equity tools in department decision making processes; and

Organize
- Developing **inter-departmental** focus on implementing race and social equity in City policy, practice, and budget decisions;
- Developing **intra-departmental core teams** to identify, assess and evaluate department policy to create strategic actions plans;
- Working with community partners to establish a framework to center the needs and experiences of those most impacted in decision making;
- Supporting community partners and organizations working within Alexandria to advance race and equity

Themes Identified by Community Participants

- That we be explicit and direct in naming racism historically and how it shows up in our community today

- Strike and aspirational tone of our interconnectedness and

- A host of actions with accountability, seen in the therefore section

All Alexandria Resolution

adopted January 23, 2021

ALL Alexandria Resolution No. 2974

Committing to Race and Social Equity

WHEREAS, Alexandria's history mirrors our country's past and is built upon a foundation of interpersonal and systemic racism; and

WHEREAS, Alexandria acknowledges that the shoreline of the Potomac River where Alexandria is located today has been a lush and resourceful home for centuries to Indigenous Peoples of the Conoy paramount chiefdom and the nearby Powhatan paramount chiefdom, long before the modern community was founded; and

WHEREAS, Indigenous Peoples are the original victims of physical violence and oppression through forced removal and illegal confiscation of their native lands for the purposes of settlement and colonization by European settlers, which laid the foundation for the dehumanization and systemic discrimination of other human beings of color; and

WHEREAS, Alexandria acknowledges its part in the domestic slave trade, and as a place of refuge for thousands escaping the bondage of forced enslavement during the Civil War, and as a home of Jim Crow, where two known lynchings of African American teenagers Joseph McCoy and Benjamin Thomas in 1897 and 1899 respectively occurred, and a City that resisted peaceful efforts by African Americans to open public facilities to *ALL Alexandrians*; and

WHEREAS, Alexandria has continued to evolve into a diverse community of over 145 nationalities and ethnic backgrounds, this legacy of racial oppression and white supremacy resulted in unequitable practices and policies and created systemic marginalization, particularly of People of Color, that still impacts our community. Alexandria's Indigenous, Black, Latino, Asian, multi-racial, multiethnic and immigrant communities continue to experience disparate outcomes across all measures of wellbeing; and

WHEREAS, systemic and institutional racism are the conduit by which other forms of oppression, ableism, ageism, sexism, homophobia, transphobia, xenophobia take root; and

WHEREAS, people who live, work and visit in Alexandria today continue to experience bias, discrimination, and unequal outcomes and/or treatment in every field and sector including but not limited to government, housing, employment, environment, wealth, healthcare, education, transportation, the legal system; and

WHEREAS, today Alexandria recognizes, acknowledges and is atoning for its past actions and policies that excluded,

All Alexandria Resolution

adopted January 23, 2021

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF ALEXANDRIA, VIRGINIA THAT:

1. Ensure that race and social equity is incorporated and centered in all planning, including:
   a. Center race and equity throughout the forthcoming FY 2022-FY 2027 Strategic Plan and departmental strategic planning processes;
   b. Establish specific, measurable, attainable, relevant time-based (SMART) goals race and social equity action plans for City departments;
   c. Incorporate race and social equity into all staff and leadership talent management programs;
   d. Establish, strengthen and maintain key partnerships with the Alexandria City Public Schools, other public entities serving our community, community-based, non-profit, and faith-based organizations, and businesses in Alexandria to advance racial equity;

2. Implement and sustain structures and systems to advance race and social equity, including:
   a. Adopt and promote practices and policies centered on creating and ensuring racial and social equity through the use of a racial equity tool;
   b. Conduct race and social equity trainings for City Council, City staff and City boards and commissions;
   c. Create authentic community engagement best practices for use in evaluating City actions from creation to implementation;
   d. Maintain membership and active participation in the Government Alliance on Race and Equity (GARE) and Metropolitan Washington Council of Governments (MWCOG) Racial Equity Work Group and newly established ChiefEquity Officers Committee;

3. Align and implement policy efforts designed to advance race and social equity goals, including:
   a. Incorporate greatly expanded language access into more City of Alexandria communications and platforms;
   b. Reduce and eliminate racial and social inequities in the allocation of City resources through the use of a budget equity tool which may entail the adjustment of budgets and funding reallocation;
   c. Present City Council with a Racial and Social Equity Action Plan, consisting of specific policy initiatives to advance the City's racial equity goals, informed by additional community engagement;

4. Ensure accountability mechanisms related to the progression and transparency of work to advance race and social equity, including:
   a. Develop equity data mechanisms, including equity indicators, equity mapping, and dashboards to transparently monitor, share, view and inform policy decisions that purposefully work toward reducing and eliminating disparities;
   b. Develop quarterly listen and learn sessions, under the direction of the Race and Social Equity Officer, to establish

Priorities

- Expanded Language Access
- Budget Equity Tool
- Equity in staff performance evaluations
- All Staff Training
- Community Engagement

Questions